**Name – John Connell\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Identify key questions you might use in your coaching conversation.*

|  |  |
| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Type of Coaching Conversation * Directive/ Instructional * Collaborative * Facilitative/ Supportive | * Which type of Coaching Conversation is being planned?   Directive/Instructional |
| * Purpose of the Coaching Conversation | * Staff reductions due to decreased budget. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * Who are the least tenured staff members? * What programs can be cut? * What classes can be eliminated at the high school?. |
| * *Reflective Questions* * The “what about the what” * Emotional | * Who has endorsements to cover courses currently being taught by staff that may be eliminated? * What extracurricular assignments may be effected by the staff reduction |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * If we reduce one staff member from science, English, and business, how will it effect the current course offerings. * If staff is notified in March of reductions, what issues do you see through the end of the school year? |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * Teachers X,Y and Z will be terminated effective end of the 2009-2010 school year. * Z’s coaching duties will be posted internally before being advertised. * J is a school aid who is certified in 7-12 business. J will teach one class of business along with duties as an aid. |
| * *Based on the Decision, what are the responsibilities of the administrator?*   *This area will be completed after the conversation – to summarize the “next steps” of the administrator.* | Notify X,Y,and Z that their contracts will not be renewed.  Inform the activities director of extra curricular openings  Amend J’s contract to reflect change in duties |
| * *Based on the Decision, what are my responsibilities?*   *This area will be completed after the conversation – to summarize the “next steps” and responsibilities of the coach.* | * Inform the staff of the reductions that have been made. * Inform the staff of how the budget will be effected by the reductions. * Work with the eliminated staff members to help find jobs through personal contacts or letters of recommendations. |

**Reflection on the Coaching Conversation**

**Name: John Connell**

**Date: 1/25/2010**

**Type of Coaching Conversation: Directive/Supportive Collaborative Facilitative/Supportive**

**Directive**

**Reflect on the coaching conversation you completed with the administrator:**

**It helped to share ideas and possible solutions to a difficult problem.**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

**The ORID questions helped to stimulate conversation about sensitive areas of concern.**

**What was most challenging for you during the conversation? Most pleasing?**

**The interpretive questions lead to results that effect the lives and professions of people who I have worked with. Most pleasing was it was the result of collaborative effort.**

**What might be some things you would do differently/the same in your next conversation?**

**I would leave the decisions process the same. I think the ORID questions allow for input from all administrators**

**What techniques will you specifically address in your next coaching conversation?**

**The “now what” will be important over the next months.**